

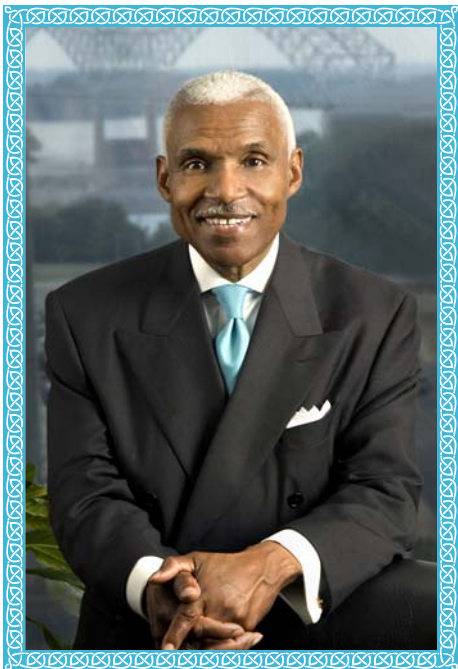


Countylines

Winter, 2007

Shelby County Government Employees Newsletter

Volume II Number 5



Mayor A C Wharton, Jr.

Mayor's Message.....

Noted columnist Ann Landers once wrote *"bragging is not an attractive trait, but let's be honest; the man who*

catches a big fish doesn't go home through an alley." Despite her words as to its appropriateness, in making some year ending assessments, I am compelled to spend a little time bragging.

Our year in review includes national awards for several of our divisions and departments for their efficacy and innovation in service. We've experienced great regional cooperation in the way of clean air and emergency responsiveness. After the negative reviews of the past, Head Start met and exceeded all points as it was assessed by its qualifying agency. We have experienced the upswing of several viable initiatives geared toward addressing a number of pressing social issues, including an expanding prisoner reentry program and the most recent partnerships enhancing our work in infant mortality.

The word *historic* comes to mind as well; *historic* talks with regional stakeholders regarding The Med, an *historic* agreement to help solidify the future of Shelby Farms, and *historic* efforts in standardizing building codes and development across the county. In the way of community outreach, we have remained

heavily engaged in extending services to our fellow citizens in need. Several programs throughout the year, including our HEAT hotline and fan and air conditioner distribution, illustrate this commitment. All the while we continue to make significant strides toward a firmer financial footing.

I am very sensitive to the fact that space would not permit me to name every accolade or major advance we have earned or made on the county level. Suffice it to say that these brief generalizations barely scratch the surface.

Also, as you have read, my remarks are far from self-centered. I am commenting on the notable progress we have made together as servants to the citizens of Shelby County.

It just so happens that big fish and major accomplishments always seem to put one in the "sharing" mode. But they should also challenge us to keep fishing and working hard.

Congratulations and Welcome Aboard!

After many weeks of careful deliberation by our hard -working talk show committee, the team members have been chosen! They hail from and work in various departments within Shelby County Government and bring with them a wealth of experience and information. Thanks very much to all of the worthy applicants who came out and auditioned for the show. You all truly shined and made our decisions that much harder. If you happen to see one of them, please offer your congratulations on a job well done. The first show is tentatively set to air in January of 2008 on Comcast. Don't worry, we'll keep you posted on all the pertinent information so you can catch your co-workers in action!

Hosts and Reporters for this exciting and innovative, new talk show are:

Hosts:

Francesca Sails from Benefits
Eddie Walsh from Housing
Debra Davis-Williamson from
Crime Victims Center
Paula Wilson from Corrections

Reporters:

Michaele Dodson from Sheriff's Department
Marsharee Gatewood from Public Defender's
Tumeka Hicks from Probate Court
Sohelia Kail from Sheriff's Department
Toya Mason from Corrections
Beverly Sullivan from Head Start
Larry Tauber from G.S. Criminal Court Clerk.

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Anniversaries

(NPC Liaison: Yvonne Tate)

September Anniversaries

35 Years

Rodney W. Bowers
Sheriff's Office

Leonard Boyd, III
Health Department

Robert J. Mathews, Jr.
Circuit Court Clerk's Office

Jackie R. Setliff
Sheriff's Office

30 Years

Betty M. Adams
Sheriff's Office

Anita P. Detorres
Juvenile Court

Yvonne H. Griggs
Conservation Board

Kathy W. Hallman
Juvenile Court

E. M. Yarber
Housing Department

25 Years

Patrick F. Aeschliman
Sheriff's Office

William R. Anglin
Sheriff's Office

Patricia A. Baker
Sheriff's Office

Ruthie J. Balestrino
General Sessions Criminal Court

Elsie M. Baskerville
Attorney General's Office

William D. Bond, III
Attorney General's Office

Michael P. Boyle
Attorney General's Office

Brenda J. Campbell
Sheriff's Office

David L. Clark, Jr.
Sheriff's Office

David M. Curtis
Sheriff's Office

Carolyn Deas
Community Services Agency

Timothy J. Dwyer
General Sessions Criminal Judges

Patricia A. Fields
Sheriff's Office

Nelson J. Fowler
Purchasing Department

James Gladney, Jr.
Sheriff's Office

Annie M. Grey
Attorney General's Office

Calvin L. Harris
Sheriff's Office

Susan M. Henning
County Clerk's Office

Anthony Johnson
General Sessions Criminal Judges

Donald M. Justus, Jr.
Sheriff's Office

Norman C. La Chapelle
Health Department

Tony C. Lomax
Sheriff's Office

Ernest L. Long
Sheriff's Office

William Mansel
Fire Department

Terry L. Miller
Sheriff's Office

Edward A. Morton
Sheriff's Office

Ginger L. Myers
Sheriff's Office

Debra A. Peete
Sheriff's Office

George S. Petkoff
Sheriff's Office

Ann L. Pugh
General Sessions Criminal Judges

Anniversaries

(NPC Liaison: Yvonne Tate)

Bradford T. Roberts

Sheriff's Office

Phyllis Sheppard

Criminal Court Clerk's Office

Larry D. Slaughter

Sheriff's Office

Richard L. Todd

Assessor's Office

October Anniversaries

35 Years

John E. Bassett

Correction Center

30 Years

Annie Barnett

Sheriff's Office

Pamela J. Holmes

Health Department

Rebecca R. Pittman

Sheriff's Office

Michael W. Triplett

General Sessions Criminal Court

Phyllis H. Quarin

Pretrial Services

Robert W. Smith

Fire Department

25 Years

Theta T. Burks

Sheriff's Office

Beverly A. Cobb

Sheriff's Office

Eldora P. Hughes

Sheriff's Office

Betty M. Jones

Sheriff's Office

Rick E. McKenna

Attorney General's Office

Ernest Nathaniel

Sheriff's Office

Rhona J. Newport

Public Defender's Office

Joyce G. Phillips

Correction Center

Mary R. Pratcher

Sheriff's Office

Marguerite A. Richmond

Sheriff's Office

Debra C. Rogers

Juvenile Court

Roberta S. Russell

Health Department

Paula S. Sims

Juvenile Court

Pamela D. Smith

General Sessions Court Clerk

Debra K. Swanson

Correction Center

John C. Trusty

Correction Center

Eleanor K. Walker

Public Defender's Office

Angela L. Walker

Sheriff's Office

Ronnie A. Watkins

Health Department

Karen M. Wilson

Sheriff's Office

25 Years

Wanda K. Butler

Trustee's Office

Alice Casey

General Sessions Criminal Court

Richard J. Fero

Correction Center

James R. Martin

Information Technology

Frances M. Sharp

Sheriff's Office

Gary W. Wimberly

Circuit Court Clerk's Office

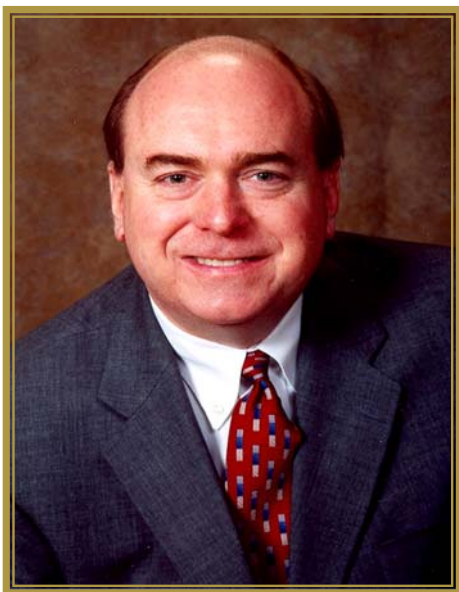
Sharon J. Young

Public Defender's Office

Commissioners

(NPC Liaison: Stephanie Jones)

A New Chair in County Commission



Just as the regular hand-over of guards in the forecourt of Buckingham Palace draws numerous visitors to watch the soldiers and listen to the music, there were numerous people who attended the Commission Meeting when Joe Ford passed the gavel to David Lillard, Jr. to be the Chairman of the Shelby County Commissioners' Office.

This transition occurred at the County Commission meeting on September 10, 2007 when Chairman Lillard was sworn in by the Shelby County Clerk, Debbie Stamson.

Among the many in attendance was Commissioner David Lillard, Sr. who is also a County Commissioner in Fayette County. Along with acknowledging his father, the new Chairman also acknowledged his mother and children.

Chairman Lillard has been a County Commissioner since 2002 and was re-elected in 2006. Although he knows

that Commissioners may not always agree, he noted in his address that each Commissioner has high integrity and honor and that they are special and talented people.

Over the next year, Chairman Lillard will place an even greater emphasis on giving community leaders throughout Memphis and Shelby County greater access to the County Commission and County Government, "...with the goal of encouraging and reinforcing their efforts on a local basis."

The new Chairman has given a great deal of time in political service and firmly believes that

"... insurmountable problems in our neighborhoods [can be overcome] if we only support our neighborhood leaders; this has been proven and shown time and again."

As one who knows all too well, being a Commissioner and now Chairman is a part time job. But the Chairman gives of himself not only to the Commission but to his law firm. David Lillard is a business attorney with the law firm of Burch, Porter & Johnson, PLLC, where he has been a partner for twenty years. He expressed his appreciation for his partners at his firm as they are supportive of him as he serves the public and the County Commission.

Chairman Lillard also praised Shelby County Mayor, Mayor A C Wharton and the former Chairman, Commissioner Joe Ford, of whom he expressed his respect for their hard work, stating it is an honor to work with both.

It is with great pleasure that we welcome the new Chairman for the Shelby County Board of Commissioners – David Lillard, Jr.



Just Can't Keep Up with Commissioner Brooks!

If you have ever walked along side Commissioner Henri E. Brooks, you know she moves quickly. Just as quickly as she moves when walking, she is just as quick in taking on issues that she deems important. She just cannot seem to stop being active in the community, and it certainly does not go unnoticed. First, she good-naturedly went to jail on August 16, 2007 (a fund raiser for Jerry's Kids in which the contributions were paid towards her "bail"), and now she has been honored for her fight against racial injustice. On August 25, 2007, Commissioner Henri E. Brooks was awarded the Addie G. Owen Award for Racial Justice by the Board of Directors and Staff of the YWCA of Greater Memphis. Commissioner Brooks comments, "I am honored and humbled to be recognized as a voice for 'the least of these.' I have a compelling sense of duty as a public servant and public policy maker to aggressively advocate for minorities and the poor."

Community Services

(NPC Liaison: Dottie Jones)



HELPING HANDS

Mayor A C Wharton, Jr. Launches Innovative HEAT Hotline to Offer Citizens Free Fans and Air Conditioners

Sitting in a comfortable home or office, it can be easy to forget how lucky so many of us are...and how many people in our community still live in conditions that some would consider inhumane.

In mid August, Shelby County was hit with one of the worst heat waves in recent history. And while many of our citizens have lived comfortably for many years without the benefit of air conditioning, it became virtually impossible this summer to survive without it.

It is times like these when the employees of Shelby County Government show how much they care. For more than 15 years the Aging Commission of the Mid-South has operated a program that donates free fans to senior citizens every summer. This past summer, over 213 fans were donated to the program and 150 of those fans came from the Omega Psi Phi and Kappa Alpha Psi Fraternities who donate fans annually. In addition to the financial support that is provided annually from Shelby County, the program received additional funding of \$2,407.00 from the community. But the summer was so hot that they quickly ran out of the 600 fans they had on hand – and money to buy more. MLGW stepped in and purchased 300 fans. The Mayor's Office purchased an additional 500 and the Mayor's Assistance Center launched the "Heat Hotline" at 545-HEAT, taking referrals for seniors who needed fans. Volunteers from all county departments volunteered to answer phones and deliver fans, and a record

breaking 1,400 fans were delivered by volunteers which more than doubled last year's total of only 600.

When the heat didn't subside, MLGW joined Shelby County Community Services Agency to identify high-priority clients, purchasing and installing 300 air conditioners. Local businesses and churches donated additional air conditioners and funds to purchase them. Clients who received air conditioners were elderly and disabled individuals taken from lists provided by CSA, MIFA and the Tennessee Department of Human Services.

As the heat lingered even longer and became more deadly, Tennessee Governor Phil Bredesen asked Shelby County to provide air conditioners to anyone who was in danger of dying from the heat. This generous offer increased the call-volume at the Heat Hotline and the number of requests for air conditioners sky-rocketed. In addition to the Division of Community Services, CSA, the Mayor's Assistance Center and MLGW, employees from the Memphis & Shelby County Health Department, Shelby County Support Services, Code Enforcement, and Shelby County Corrections joined the effort to deliver and install an additional 620 air conditioners in an eight-day "Operation Heat" marathon.

Throughout the month of August, during work hours and on weekends and evenings, over 170 Shelby County employees worked together to ensure that the residents of Shelby County were safe

during the heat emergency. Because of this commitment to excellence, many of our citizens enjoy a little more comfort, and we can return to sitting in our comfortable homes and offices, remembering just how lucky we are.



Robin Collins delivers air conditioner to a grateful County resident.



Corrections

(NPC Liaison: Jackie Coleman)

Employees Volunteer RSVP

(Retired Senior Volunteer Program)

On Wednesday October 3, 2007 the Division of Corrections had a second chance to volunteer with the lovely seniors of the Mid-south. The seniors annual day out was held at the Memphis City Zoo. Agencies from as far as Fayette and Hardeman counties, transported seniors to the Memphis City Zoo, for a fun-filled day of activities. This was a great experience shared by Shelby County employees and seniors.

There were 2000 Senior Citizens scheduled to attend this event from Shelby and other surrounding counties. As the seniors began to arrive, the excitement and anticipation from them was apparent. Eager to interact with the seniors, the Shelby County volunteers displayed cordial and generous reception towards the guests of the Memphis Zoo. Many vendors participated in the festivities, by setting up water stops and information booths. Vendors offered gifts and worthy information pertaining to their organizations and the needs of the seniors. Throughout the day the seniors got a chance to see some of the exhibits and animals at the zoo. Many of the guests left the zoo area, excited about their experience and were looking forward to next year's senior citizen's day out. After volunteering for the day many of the volunteers reminisced about the day's activities. This was truly a gratifying experience for the senior citizens and the volunteers of Shelby County.

Special Thanks to Director Andrew Taber and Deputy Director Walter Crews for allowing their staff to participate in such a meaningful cause. The employees that volunteered were Jackie Coleman, Paula Wilson, Tammy Nash and Johnnie Mae Fondren.



Left to right:
Paula Wilson,
Jackie Coleman
and Tammy Bell Nash

Seniors Day at the Zoo



Corrections

(NPC Liaison: Jackie Coleman)

Employee Spotlight



Reverend George W. Matthews

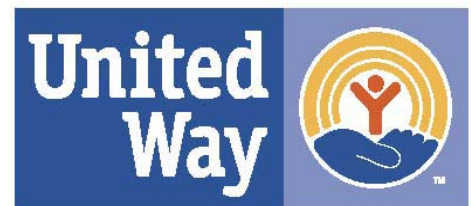
George W. Matthews has been employed with the Shelby County Division of Corrections since April 16, 1974, during that time it was called the "Penal Farm." George has seen many different changes throughout his career at the Division and also a diverse group of people come and go. George has been a great asset to Shelby County and the residents of the Corrections Center, by being vigorous in his efforts to bring a spiritual growth within the Division.

George began his career at the Division as a Job Developer and during this time he started a program called "The Hero." The objective was to locate employment from local businesses, for inmates who were released within sixty days of confinement. After serving in this capacity for several years, an opportunity to fill the position of Chaplain presented itself. George accepted this challenge and began working hard on a project to build a Chapel for worship services. His persistence and dedication paid off and in 1990 The Paul Caudill Chapel was no longer a vision, but a reality.

Soon after, George was promoted to the position of Lead Chaplain, where he presently continues to thrive and flourish in teaching the word of God. George believes "if you don't give up, GOD will show up" and 33 years of employment definitely shows longevity with Shelby County and GOD.

ers, Independent Living Facility shopping. Some of the citizens were escorted to a variety of shopping areas. Many visited the local shopping malls, while others just wanted to purchase some groceries at the local food markets.

After a long day of shopping the seniors returned to their apartments to get prepared for a social gathering, sponsored by the administration of Plough Towers. There was live music and dancing by the residents and the volunteers. This was an remarkable experience for the volunteers.



Day of Caring

United Way kicked off it's annual campaign with "Day of Caring", Friday September 7, 2007. Volunteers assembled at Christ the Rock Church located at 8880 Winchester Rd at 8:00 A.M., to pitch in and help nonprofit organizations with projects. Once again the Division of Corrections' employees exhibited dedication and strong enthusiasm, by volunteering their time for a worthy cause.

After meeting and having breakfast, volunteer teams headed out to their volunteer sites. The Division of Corrections' employees had the opportunity to take the senior citizens of Plough Tow-



*Top row: Sgt. Francis Toles, Jackie Coleman, Tammy Bell Nash and Lorraine Young Washington
Bottom row: Jonathan Anderson, Paula Wilson, Off. Sherie Wilson and Off. Felecia Pryor*

Courts

(NPC Liaison: Nadolyn Dunigan)

RICHARD DESAUSSURE III Still Soars in Criminal Court Clerk's Office



Richard DeSaussure, III is one of the many assets in the Shelby County Criminal Court Clerk's Office. Mr. DeSaussure was recently selected as **"Employee of the Quarter"** by administration of the clerk's office.

Richard is a 20-year veteran with Shelby County Government. He spent the first 15 years of his employment at Juvenile Court where he performed a multitude of duties.

At Juvenile Court, he prosecuted juvenile delinquents and established paternity claims. Prior to leaving Juvenile Court, he was responsible for the collection of Child Support payments from the United States Bankruptcy Court.

Currently, he is the Chief Legal Counsel for the Criminal Court Clerk's office. He maintains the sole responsibility for representing the Criminal Court Clerk in the United States Bankruptcy Court.

Under his watchful eye, there has been an increase of 400% in the collection of court costs for the clerk's office. These bankruptcy cases are the result of persons filing for bankruptcy status prior to fulfilling their financial obligation to the court following the disposition of their criminal case.

The average amount collected by the office prior to his arrival was \$10,000. The monthly average in collections to date is \$40,000.

Richard completed his undergraduate education at the University of Notre Dame where he received a Bachelor of Science degree in Civil Engineering. He completed law school at the University of Memphis.



Richard literally took flight during one summer break from Notre Dame and earned his wings. For the past thirty years, he has been a licensed Private Pilot. He is licensed to operate a single engine land plane. He explained the description of "land plane" means that he has been cleared for run-way (land) landing only.



Very active in flight shows, Richard participates in the Mid-South Air Show of the Blue Angels every two years in Millington.

He has worked the Canadian Snow Birds and he recently worked during the Blue Angels Flying Show in Millington. The show runs for approximately three days at the Jet Port on the grounds of the old Naval Air Station, which is a small regional airport. Richard oversees the duties of approximately 1600 volunteers each day.

Richard has two children, one who keeps him busy with volleyball activities.

The Makings of a Wonderful World

An actress, Audrey Hepburn, was asked to share the secret behind her "beauty tips." She wrote a poem which was read at her funeral years later. She wrote:

For attractive lips,
speak words of kindness.
For lovely eyes,
seek out the good in people.
For a slim figure,
share your food with the hungry.
For beautiful hair,
let a child run his/her fingers through it
once a day.
For poise, walk with the knowledge that
you never walk alone.

People, even more than things, have to be restored, renewed, revived, reclaimed, and redeemed; never throw out anyone.

Remember, if you ever need a helping hand, you will find one at the end of each of your arms.

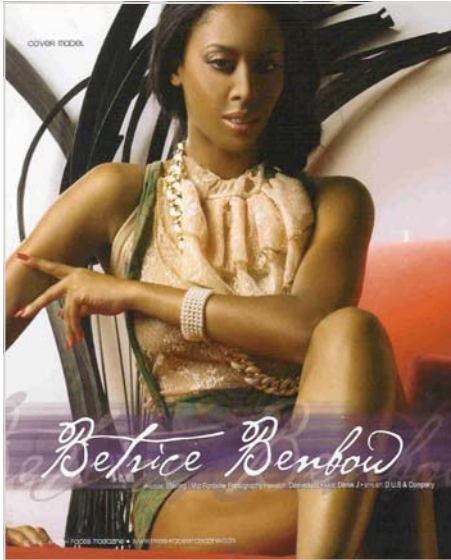
As you grow older, you will discover that you have two hands; one for helping yourself, and the other for helping others.



Courts

(NPC Liaison: Nadolyn Dunigan)

"AN aspiring star on the move"



Captain Denise Vaughn, stands her post daily to maintain order or give directions to visitors and staff in the Archives Building on Adams Street. Betrice Benbow, a native Memphian, attended Overton School of Arts and received formal training for her career at Reflections Modeling School.

Betrice now resides in Atlanta, Georgia where she has received a degree in Fashion Merchandising from Bauder College. Delving further into the fashion industry, Betrice currently owns "Lights, Camera, Fashion."

A model since a very young age, her charismatic personality, warm smile and professionalism allows her to have a good rapport with photographers and clients

alike. She understands these characteristics will open many doors for her in the industry.

With several years of experience under her "stilettos," she has graced the runway for such great names as: French Designer, Nina Chitoui, the Fredrico International Collection, Carlton Hamilton Sepia Vogue Runway Tour, Raymonde Signature Runway in St. Kitts and the renown Bronner Brothers Hair/Fashion Show.

Betrice's most rewarding accomplishments include the Grand Prize for National Milkyway Hair Campaign Ad and the Annual Sisterhood Fall Fashion Show which was held in her hometown, Memphis, Tennessee.

Betrice has appeared in Today's Black Women Magazine in 2003 and 2004. She was also featured in UpScale Magazine in June 2006 and appeared on the cover of Fresh New Faces magazine earlier this year. She has also appeared in numerous magazines over the past two years.

Betrice has made numerous cameo appearances on national television networks such as UPN Atlanta Tonight Show. She also appeared in the films, Fighting Temptation (Warner Brothers) and Tyler Perry's Madea's Family Reunion.

Being very versatile, her special skills include, dancing, aerobics, Jet Skiing and Choreography.



Benbow on cover of Fresh Faces magazine



"HERITAGE AWARD"



receive the **W.C. Handy Heritage Award.**

Talent and gifts continue to open doors for Deborah Manning Thomas, a thirty year veteran of the Shelby County Criminal Court Clerk's Office.

Ms. Thomas has been selected to

This is an award bestowed to honor "Authentic Beale Street Musicians." This award makes the 134th Birthday Anniversary of W.C. Handy the acclaimed "Father of the Blues." The event is sponsored by the W.C. Handy Memphis Home and Museum which is managed by Heritage Tours. The event is in its eleventh year and will be held on Sunday, November 18, 2007 at Gibson Beale Street Showcase, 145 Lt. George W. Lee Avenue at 6:00 p.m.

The category of Ms. Thomas' award is for outstanding Memphis musicians in the Gos-

pel Category. Aside from singing, Ms. Thomas has appeared in the Memphis film, "The Firm" with actor Tom Cruise. She also loaned her talent as she was heard in the church choir in the movie, "Hustle and Flow," directed by Memphian Craig Brewer. She is divorced, however, her maternal side has produced three great children: two sons (Charles and Christopher) and a daughter (Desiree'). She is a grandmother and proudly expects the arrival of a second grandchild (Caleb) on any day.

Congratulations Ms. Thomas!!

Elected Officials



Sheriff's Office Employees Assist with Home Improvements



(NPC Liaison: Peggy Bailey)

Employees of the Sheriff's Office teamed up on Saturday October 6, 2007 with Memphis Light Gas and Water workers to make home improvements to several homes in the South Memphis area.

Lieutenant Fred Hughes, Lieutenant Earnest Long and Clerk Tylikia Webb coordinated the volunteer team from the Sheriff's Office which included staff from Law Enforcement, the Jail and Administrative Divisions.

"PROJECT MAX" is a partnership between MLGW and Memphis area businesses. Volunteers from MLGW and other companies do minor plumbing, carpentry, and weather stripping on windows and doors. The volunteers also did caulking, painting and replaced light bulbs.



Lieutenant Hughes of the Sheriff's Office said of the most important jobs were the construction of ramps for the disabled making it convenient for the residents to get in and out of their homes.

This is the second year the Sheriff's Office has partnered with MLGW in "PROJECT MAX".



SHELBY COUNTY EMPLOYEES PARTICIPATED IN UNITED WAY OF THE MID SOUTH'S DAY OF CARING.

Several staff members of the Sheriff's Office partnered with United Way of The Mid South and others agencies through out the city to volunteer their time and services throughout the community.

Representing the Sheriff's Office staff from the following divisions participated, the Jail Division, Fugitive, Training Academy, Information Technology, Special Operations, Finance, the Courts, BOPSI, Patrol and Narcotics.

Our volunteers went to Plough Towers a Senior Residential Complex to deliver meals, take some of the residents out for a day of shopping assisted in setting up a party for the residents and we also made phone calls for Meritan assisting in the updating of their data base.



Happy Holidays

Elected Officials

(NPC Liaison: Peggy Bailey)

FUGITIVE SAFE SURRENDER

The “Memphis Fugitive Safe Surrender” ended in September with more than 1,581 people surrendering to law enforcement officers at the New Salem Missionary Baptist Church at 2237 South Parkway.



Volunteers

“Memphis had more fugitives to surrender than any other city that had participated in the program,” said David Jolly of the United States Marshal’s Office. Similar initiatives had also been held in Cleveland, Ohio, Indianapolis, Indiana, Phoenix, Arizona and Nashville, Tennessee.

The initiative which began September 19th and ran through September 22nd was sponsored by the United States Marshals’ Office, Shelby County Sheriff’s Office, the Shelby County District Attorney’s Office, Criminal and General Sessions Courts and other divisions of the criminal justice system.

A total of 1,725 warrants were cleared through this initiative and only 49 people were physically arrested and taken into custody, they did not qualify for the initiative because they were wanted on more serious charges. Others were required to go to jail because they were wanted by other law enforcement agencies outside of Shelby County.

Also 299 people showed up to settle child support warrants issued by the Memphis and Shelby County Juvenile Court.



Sheriff Luttrell and Marshal Jolly

SHERIFF’S OFFICE KICKS OFF 2007 UNITED WAY CAMPAIGN

The Sheriff’s office officially kicked off its 2007 United Way Campaign year with two Employee’s Caring and Sharing Meetings.

Our first meeting was held out east at the Sheriff’s Office Training Academy located at 993 Dovecrest for all the staff that works out east. Kontji Anthony, WMC-TV 5 News personality, was the Mistress of Ceremony for this event. Our second meeting was held downtown in the Auditorium of the Criminal Justice Complex; Donna Davis also of WMC-TV 5 News was our Mistress of Ceremony for this event.

The employees of the sheriff’s office turned out for lots of fun, food, door prizes and gifts.

The goal of the Sheriff’s office this year is to raise and donate \$60,000 to United Way of the Mid-South.



Family Day at Shelby County

(NPC Liaison: Marcia Boyd)

FAMILY DAY AT WORK

On August 3, almost sixty children of various ages spent the day in eight different work places. This was a project of the I-Team as a way to make Shelby County Government a more employee- and family-friendly place to work. The purpose was to promote family involvement by allowing children of employees to have an opportunity to observe firsthand the career path of their parents and to directly see the process and structure of the County workforce. The initiative also allowed the children to see opportunities available to them as they decide their future professions. It gave the children a view of their parents in a different environment other than their home setting. To ensure the success of the program, the I-team requested that participating departments assign a coordinator. They also developed a recommended agenda, and surveys for the children to assess their pre perceptions and post experience. Additionally, staff members were surveyed to assess their experience and opinion of the project. Here are some of the results:

- 100% of the children said they learned more about what their parent does on the job
- 100% also said they enjoyed spending the day at the workplace
- 98% wanted to do it again
- 91% of the staff strongly agreed or agreed that the program had provided "family engagement" and no one disagreed.
- 88% agreed or strongly agreed that the program had a positive impact on the department staff. (Only one person surveyed didn't want to continue the program in the future)

In some areas the children were treated to breakfast or lunch. It was also a treat for the parent and child to have lunch together during the week. Children whose parents worked in the Mayor's and CAO's office, after getting a lesson in parliamentary procedures, held a debate in the Commission Chambers.

You'll be glad to know they voted on no tax increase! At the Road Department children were given tee shirts and got to see some of the major equipment demonstrated.

At Code Enforcement each child had their own ID and learned how to "clock-in" for

work. Among the activities at Code Enforcement was reviewing plans and understanding how inspections are done. In Information Technology they got to see a computer broken down and work with a Blackberry. At Head Start children visited a facility. Children in Pretrial got to visit a real court in session. At the end of the day each child was presented with a certificate signed by the Mayor, department administrator and the parent. The children commented on what they liked most about the experience. Here are a few of the comments:

I got to see how everyone's job is important
I liked the backhoe

I like what my Mom does

The experience I liked the most was seeing my Mom work hard with drive, patience and determination

Spending time in the court listening to the judge talk to the criminals

I enjoyed when we got to interview employees in the different parts of this department

I liked the experience of the plumbing and electrical work

When asked how the services provided by the department help the citizens of the community, there were a variety of responses:

They clean up the roads, whether it's dead animals or pot holes or trees that have fallen down

It makes sure all the seniors and people with disabilities have what they need

It helps children to get a head start in the school life

It helps them by giving them choices instead of jail

It helps them keep their computers running easily and they send taxes and stuff to the people buying cars

It gives them permission to build buildings and chop down trees

Staff comments also indicated that the program was successful:

As well as the children receiving the benefit of seeing "behind the lines", all the staff took pride in the "meet and greet" tour to explain what they did and how their roles affected daily life in Shelby County

The program as implemented in this department was a well planned event with a full day of activities that kept the children engaged

It was important for my loved ones to see the other side of my life – work. My daughter told me she was going to make sure she was good girl after seeing my job

I felt it was a very good program and enabled the child to really appreciate what their parent does for a living

I was worried a bit about the distraction it would cause, but because of the well-planned agenda, we hardly knew they were here!

Because of the overall success, the I-Team members have recommended that the program be continued annually and expanded to encourage all departments to participate as well as offices of the elected officials.



Ready for the day ahead



Clocking in



Meeting the Mayor



My own ID



Finding the break room



Seeing what it's like to work downtown



Everyone wants a Blackberry



Ready for a day at Roads



Learning about computers



Making new friends



Our new Road Department crew



Customer service in action



Touring IT



Seeing equipment up close



Hugs at work



Learning about plans



Work can be hard

Entertainment

(NPC Liaison: Toya Mason)

LET ME ENTERTAIN YOU

December 2007 *thru* January 2008

PLAYS

A Christmas Carol—Theatre Memphis
November 30, 2007– December 23, 2007

The Pavilion—Theatre Memphis
January 11-January 27, 2008

And Baby Makes Sevens– Theatre Works
January 4-January 27, 2008

Macbeth—Opera Memphis



CONCERTS

Stevie Wonder—FedEx Forum
December 2, 2007

Irving Burlin's White Christmas-Orpheum Theater
December 4-9, 2007

R. Kelly - FedEx Forum
December 9, 2007

Chris Brown & Bow Wow—FedEx Forum
December 13, 2007

Trans Siberian Orchestra—FedEx Forum
December 20, 2007

Elvis Presley's Birthday– Cannon Center
January 5, 2008



BASKETBALL *at the* FEDEX FORUM



Memphis Grizzlies Vs. San Antonio Spurs >>>>>> December 19, 2007
Memphis Grizzlies Vs. Philadelphia 76ers >>>>> December 22, 2007
Memphis Grizzlies Vs. Miami Heat >>>>> January 6, 2008
Memphis Grizzlies Vs. Los Angeles >>>>> January 8, 2008

Memphis Tigers Vs Georgetown Hoyas >>>>> December 22, 2007
Memphis Tigers Vs. Arizona Wildcats >>>>> December 29, 2007
Memphis Tigers Vs. Pepperdine Waves >>>>> January 5, 2008

Health Department

(NPC Liaison: Joan Carr)

Health Director Testifies Before U.S. Senate



On Wednesday October 3, 2007, Yvonne Madlock, Director of Memphis and Shelby County Health Department testified before the United States Senate Committee on Homeland Security, Subcommittee on State, Local and Private Sector Preparedness and Integration, Chaired by Senator Mark Pryor of Arkansas. She testified as a member of a 3 person panel that included AR Commissioner of Health, Dr Paul Halverson, and Christopher Pope, New Hampshire Director of Homeland Security. The topic of the hearing was "Pandemic Influenza: State and Local Efforts to Prepare". In addition to their written statements and verbal testimonies, during the 2 hour hearing the panel also responded to questions from Senator Pryor and other Committee members on the level of pandemic flu preparedness in local communities, the integration of local, state and national plans and the coordination of Department of Homeland Security and Department of Health and Human Services efforts. The Subcommittee was also interested in major lessons learned from drills and exercised that have been conducted, inter-jurisdictional, multi-state preparedness work, and major challenges and barriers that face local planners, public health and homeland security officials.

Ms Madlock is a member of the Board of Governors of the National

Association of County and City Health Officials (NACCHO). Her testimony before the Senate Subcommittee focused on issues, trends, accomplishments and needs for all local public health departments, especially those that serve large urban communities.

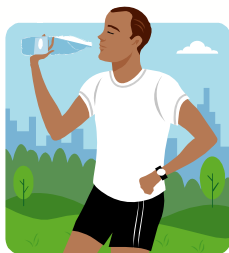
Ms. Madlock states, "It was an honor to represent NACCHO's members, Shelby County and the Memphis and Shelby County Health Department before the U.S. Senate. The Committee engaged in lengthy and substantive dialogue with the panel. I highlighted the positive gains that we have made in preparedness for response to public health threats of various types through the investments made by the federal government in strengthening local public health systems and departments."



Did You Know?

Memphis and Shelby County have some of the purest tap water in the world. Memphis' municipal water supply comes from the Memphis Sands aquifer, a vast underground reservoir. It requires little filtering or treatment after being pumped from underground.

Many of the expensive bottled water brands are actually tap water from cities whose water may or may not be as good as ours. The Memphis and Shelby County Health Department's Groundwater Protection Program helps to protect our precious water supply from contamination. So, save your money and enjoy a refreshing glass of water straight from the tap.



Health Department Inspects Tattoo and Body Art Studios

For thousands of people in Shelby County, a tattoo or piercing is a trendy accessory or a permanent mark of love or identity.

Body art requires the use of needles, and anytime a needle is used, it can potentially spread serious infections. Memphis and Shelby County Health Department Environmental Sanitation inspectors do their part to ensure that tattoo studios in Shelby County follow proper procedures to prevent the spread of infection.

All tattoo and piercing studios are inspected quarterly. Environmentalists check that the artists are using proper procedures to sterilize their tools. They also review paperwork to ensure that artists are properly licensed and that apprentices are working under the supervision of a licensed artist.

Under state law, minors must have parental consent to get a piercing or tattoo. Health Department environmentalists check to make sure studios have obtained signed parental consent forms before working on minors. "We have investigated artists who have reportedly done work on minors without proper parental consent," said Phyllis McNeill, manager of the Health Department's Environmental Sanitation Program. "It's a very serious offense that can cost an artist his or her license."



Environmentalist Ernest Benson observes a tattoo artist at Underground Art, 2289 Young Avenue.

Hispanic Affairs

(NPC Liaison: Ivette Monzon)

Central America Spanish: *Centro America* or *America Central*) is a central geographic region of the Americas. It is variably defined either as the southern portion of North America which connects with [South America](#) on the southeast, or a region of the Americas in its own right. Belize and Panama are often not considered to be in Central America.

Through the up coming issues we are going to introduce you to a different country in Central America.



DO YOU KNOW

Do you know where Central America is located? Between North America and South America, Mexico in the North and Colombia in the South.

Do you know how many countries are in Central America? In [Latin America](#), [Iberia](#), and some other parts of [Europe](#), the Americas are considered to be a single continent, and Central America is considered a region of this continent. In parts of [Ibero-America](#), the region is defined as seven nations – Belize, Guatemala, El Salvador, Honduras, Nicaragua, Costa Rica, and Panama.

This time we'll begin with Guatemala

The Republic of Guatemala (Spanish: República de Guatemala) is a country in Central America bordered by Mexico to the northwest, the Pacific Ocean to the southwest, Belize and the Caribbean Sea to the northeast, and Honduras and El Salvador to the southeast.

The most populous nation in Central America, Guatemala is a representative

democracy with its capital at Guatemala City. Although the nation has been relatively stable since 1996, Guatemala's recent history has been plagued by civil war and military coups, which have slowed the nation's development. Large portions of Guatemala's interior remain wholly undeveloped, including the nation's many rainforests and wetlands. Guatemala's abundance of biologically significant and unique ecosystems contribute to Mesoamerica's designation as an important biodiversity hotspot.

Guatemala City La Nueva Guatemala de la Asunción



National Palace of Culture
Population 2,541,581

Guatemala City is the economic, governmental and cultural capital of the Republic, and it functions as the main port of entry into the country, with the country's largest international airport, La Aurora International Airport. In addition to a wide variety of restaurants, hotels and shops, the city has a wide variety of art galleries and museums (including some fine collections of Pre-Columbian art) and continually offers an increasing amount of cultural activities. There are 10 universities, Universidad Mariano Gálvez, Universidad Panamericana, Universidad MesoAmericana, Universidad Rafael Landívar, Universidad Francisco Marroquín, Universidad del Valle, Universidad del Istmo, Universidad Galileo, Universidad Rural and Universidad de San Carlos, the only public one and third oldest university in the New World.

Guatemala City does not have an efficient public transportation service, despite the many proposals and projects for the construction of a mass transit system. Although

the construction of freeways and underpasses by the municipal government, as well as the establishment of the Department of Metropolitan Transit Police, PMT, has helped traffic flow in the city, the Guatemalan metropolitan area faces a growing transportation problem. However, a new project called Transmetro, consisting of special-purpose lanes for high-capacity buses, began operating in 2007 and aims to improve traffic flow in the city.

Guatemala City is subdivided in 25 zones, each one with its own streets and avenues, resulting in very easy to find addresses in the city. However, the city has grown so fast in the past years that it has already absorbed into it most of its neighbor towns, including Villa Nueva, Santa Catarina Peninsula, Mexico, and the suburban area of Carretera a El Salvador.

The Historic Center (Centro Histórico) of the city lies in the very heart of the city, and there is located many important buildings including the Palacio Nacional (National Palace), the Metropolitan Cathedral, the National Congress, and the Casa Presidencial (Presidential House).

The city has been host of several sports events. In 1950 it hosted the VI Central American and Caribbean Games, and in 2000 the Football World Cup.

Zone Ten or the [Zona Viva](#) is among the most popular areas for Pop Culture and Shopping as well as entertainment we find Zona Viva, where most of the hotels, restaurants, bars, discotheques, and other entertainment places in the city are located, also many of the embassies are located in Zone Ten, this zone is very safe and well patrolled.



Hispanic Affairs

(NPC Liaison: Ivette Monzon)

KUDOS TO THE WINNER OF 4 YEAR SCHOLARSHIP MISS SUSANA DIAZ



A participant since 2003, Susana Diaz has been active in Abriendo Puertas. With the help of Latino Memphis and superior essay-writing skills, she was able to secure a 4-year scholarship to attend Crichton

College in the fall. A vibrant and mature spirit, she will be greatly missed this upcoming year of Abriendo Puertas. Her older sister, Liliana Diaz has already graduated from the program, and her younger siblings, Francisco and Ana Cely are continuing with the program.

HAPPY INDEPENDENCE DAY TO ALL THE HISPANICS IN MEMPHIS AND THE MID SOUTH

Congratulations to all the Latino Community celebrating Independence Day in their particular country during the month of September.

Each year, from September 15 to October 15, the United States celebrates Hispanic Heritage Month to recognize the economic, cultural, and social contributions of the more than 44.3 million Latinos residing in the U.S. The dates of Hispanic Heritage Month were selected to include the Independence Day celebrations of Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Mexico, and Chile, and to incorporate October 12 –



Día de la Raza – a holiday celebrated throughout Latin America to observe the colonization, exploration, and multicultural heritage of the Americas.

SECOND ANNUAL DIVERSITY JOB FAIR AND CAREER COUNSELING WAS A GREAT SUCCESS THIS YEAR WITH MORE THAN 300 PEOPLE

SPECIAL THANKS TO THE SHELBY COUNTY MAYOR'S OFFICE OF HISPANIC AFFAIRS AND THE CITY OF MEMPHIS MULTICULTURAL AND RELIGIOUS AFFAIRS OFFICE

Over 30 companies joined this year's second job fair. The selection included diversified placements from entry level positions and warehouse management to local Fortune 500 companies and more advanced professional careers. Some of the companies present included Walmart, Smith & Nephew, Comcast, Kroger, Aramark, Sears, Macy's, Shelby County, City of Memphis, MLGW, Harrah's Casino, and Methodist Hospital.

People from all over the Mid-South and neighboring counties lined up at the Shelby County booth and filled job applications. People expressed their gratitude to Mayor A C Wharton for offering this opportunity.



Mayor's Council

(NPC Liaison: Marcia Boyd)

The Mayor's Employee Council met on July 23 and September 27. A complete set of the minutes is always posted on the intranet, *MyShelbyCounty*, following each meeting. Here are some of the responses to issues discussed in July.

- Since Shelby County buildings are already smoke free, there are no changes required with the new workplace smoking law passed by the state, except for the Health Department that has additional regulations because it is a health facility.
- There have been no changes to the tuition reimbursement process. It is still handled by the departments within their budgets.
- There are no plans to provide quarterly blood pressure checks in the 160 N. Main building, but this service is available at the Health Department in Employee Health during regular working hours.
- Because of the difficulty of locating offices at the Peggy Edmiston, building a large map is now posted indicating the location of various departments and sections.
- Human Resources will be considering the addition of son or daughter-in-law to the bereavement leave when the policy manual is updated.
- Parking at the Health Department continues to be evaluated for improvements.
- The Retirement Board had considered allowing employees who had worked for Shelby County, resigned, and rehired at a later date to purchase back prior service retirement benefits, but decided not to pursue the issue since the costs would be extremely high for the employee.

At the September meeting it was announced that David Cowan would be taking Erma Holmes position since she was promoted to a management position and Planning and Development would be naming a replacement for Michelle Stuart who had resigned.

Most of the other issues/concerns at the meeting are still under investigation.

- Members wanted to know why the new health plan would not be in effect until April 2008 yet premiums would increase effective October 1.
- There was a concern about a work area that continues to perform all the tasks manually when much of the work could be done electronically.

During the meeting the Mayor was asked about and discussed his veto of the contract with Porter Leath for Head Start students. He explained that the contract that was approved by the Commission was the result of negotiations taking place on the Commission floor and the final contract did not resemble the original contract. Disturbingly, the amount of money Porter Leath had expected to raise to expand services to more children decreased significantly from the original \$5 million. He explained that there are misperceptions about what Head Start really is. It is much more than a daycare service. The agency must meet strict federal guidelines, provide matching funds, provide education, provide social services such as eye care, literacy training, etc., and produce positive outcome measurements. Therefore it is difficult for most daycare centers to meet the specifications.

The Mayor also discussed the report from the Blue Ribbon Panel formed to consider the future of the MED. He stressed that there are no plans for any employees to lose their jobs. One of the main focuses will be to determine what services the MED should be providing and how to provide the capital needs.

The Mayor talked about the number of letters and emails that he gets daily about the excellent work from Shelby County Government employees and expressed his appreciation.

Paul Boyd, Human Resources Administrator, was invited to the meeting to discuss questions related to pay-for-performance and why we no longer use the "step program". Both issues had been brought up at the July meeting.

Paul explained the 2003 Efficiency Study had identified the need to revamp

the compensation program and move to a method to reward top performers. The plan is to introduce pay-for-performance in July 2008. This would mean that there would be a differentiation in pay related to those who are top performers and those who are "just getting by". Human Resources will be running scenarios of performance appraisal scores from the past year to determine score ranges. It will be necessary to properly train managers and supervisors to be able to defend scores and provide meaningful feedback to employees. Additionally, they will evaluate fairness and equity in the methods managers use to measure performance. The definition of exceeds and achieves will be better defined in the future. He explained that "one size will not fit all", for example in some areas, productivity measures can be used to look at performance while in other areas those types of measurements are difficult. There are no set percentages at this time. Bargaining employees will not be included in the pay-for-performance program. Paul also discussed going to a minimum, mid, and maximum points for salaries. The mid point should equate to the salary market value for that particular job. This is a more traditional approach to compensation and will help make Shelby County more competitive with the private sector. There was a question about salaries for correctional officers and deputy jailors being different. Paul explained that they are now hired at the same salary. There are a group of deputy jailors that because of an action by the Commission a few years ago are on a different scale.

In response to a question about how jobs are reviewed for reclassification, he explained that the process must be approved by the director and administrator or initiated by HR.

Council members wanted to know the status of alternative work schedules, i.e. four-day work week, and were informed that the presentation by the I-team was approved and HR was asked to develop a policy. The policy is being finalized and will be presented to administration in the near future.

The Council will hold their next meeting December 5.

Planning & Development

(NPC Liaison: Gwen Harvey)

CCE Welcomes Employee's Children to Family Day

On Friday, August 3, 2007, Shelby County Government encouraged employees to bring their children to work for the first “Bring Your Son/Daughter to Work Day”. This initiative gave the employee’s children an opportunity to observe first-hand the career path of their parents and to directly see the process and structure of the government workforce. Children 8-16 years of age were invited to participate and employees were encouraged to bring their sons, daughters, nephews, nieces, grandchildren, godchildren and foster children.

At CCE, 17 children participated in “Family Day”. The newest “Employees” attended orientation and all were given I.D. badges and time cards. They really enjoyed punching in and out. They toured CCE and observed their parents at work, as well as other CCE employees at work. They sent out emails to the department and some of them even answered the phones.

This was a festive workday that was enjoyed by all. There were balloons and popcorn with a catered lunch from Chick-fil-A. At the end of the day, the children and employees were asked to fill out surveys about the day’s events and the children received participation certificates signed by Mayor Wharton. Overall it was a great success.



Public Works

(NPC Liaison: Brent Perkins)

YOUR FIRE DEPARTMENT WANTS YOU SAFE!

October 7th, 2007 saw the start of Fire Prevention Week all across America. The National Fire Protection Agency released some 2006 statistics that showed that during that time frame, 80% of all fire related deaths in the United States were caused by residential home fires.

It should be noted that while there is a specific week that fire prevention and life safety is recognized, fire education and safe practices should be observed each and every day of the year. Some might call this paranoia, we prefer to call it vigilance.

It is so often the case that something simple has caused a fire in a home. Sadly, nearly all of home fires are entirely preventable and should have never happened to begin with. Complacency is a major blame. This seems to always hit with absolute swiftness and can have dreadful consequences. The SCFD does not refer to the following as safety tips. We prefer that you call them rules and want you to regard them as laws in your own home.

- *Check All Smoke Detectors Twice Each Year.*
- *Replace Smoke Detectors That Are More Than Ten Years Old.*
- *Do Not Leave A Stove Unattended While Cooking.*
- *Never Leave a Burning Candle Unattended.*
- *Develop Your Home Escape Plans. Have Two Escapes Planned And Practiced From Each Room.*
- *Do Not Burn Leaves / Debris Anywhere In Shelby County. It's Against The Law.*

Remember no one wants to or plans to have an emergency. Some people expect that their smoke detectors will work all the time. Some do not even know if their detection equipment needs batteries or not. Some wait too long to call 9-1-1 thinking that they can handle emergencies on their own. Remember that after burning for seven minutes, the average fire doubles in size each minute after that.

IT'S FIRE PREVENTION WEEK!



There are plenty of additional home fire safety rules to be seen at:

www.nfpa.org/factsheets

Don't hesitate. Go to their website right now and learn more about how you can be better prepared for home emergencies.

Your Shelby County Fire Department is prepared to respond with highly trained professionals that know what to do when we get to your emergency.

Throughout all of 2006 and 2007 to date, the Shelby County Fire Department has had no deaths related to home fires. And while there is a certain amount of pride associated with those figures, we realize that we must remain diligent and ready for the worst. As

should you. We are here to serve you and are equally proud. But don't let that allow you to be complacent.

Obtain CPR training. Guard against home fires and emergencies. And be prepared for wide-spread natural disasters by becoming trained through the Memphis and Shelby County Emergency Management Agency's Community Emergency Response Team. You can reach them at (901) 458-1515.

Public Works

(NPC Liaison: Brent Perkins)

SHELBY COUNTY FIRE DEPARTMENT BRINGS ON PARAMEDICS

A recent initiative by the Fire Department administration will see SCFD Engine Companies moving up from Basic Life Support to Advanced Life Support capabilities. The first step in this process is to secure certified personnel to man the fire engines before any new equipment can be procured.

"This is a big step for this agency", remarked Fire Chief Clarence Cash, Jr., "We have been fortunate in the past to have had several of our fire fighters achieve the level of Paramedic, but we have never been able to place a Paramedic on every fire engine and every shift." The first Paramedic employees have come aboard from all over the region. The SCFD is investing heavily in them to assure that they all achieve their fire fighter certifications.

"What this means is that we will now be able to render a much higher level of patient care when the fire engine first arrives on the scene of an emergency," said Administrative Battalion Chief Glen Kneeland. "We are focusing on deploying this first field of Paramedic / Fire Fighters as well as equipping them with the necessary tools and then we can concentrate on the next round of candidates. We are also quite pleased to announce the arrival of SCFD EMS Coordinator Hunter Earnest. He comes to us with a 13-year career in advanced medical care from the Bartlett Fire Department."

Deputy Fire Chief Bill Hiner backed him up. "We're very excited", he said, "We've achieved a landmark for this

agency by seeing to the needs of those we serve. By fielding Paramedics who can also fight fire, we have a greater ability to respond to a wider spectrum of various call types. And an added benefit is that this program has inspired some fire fighters from among our ranks to enhance their abilities by securing their own Paramedic certifications."

By the time the SCFD has finished hiring paramedics, there will be nearly thirty who will be permanently staffing the ranks of the fire department. Every fire engine in every district, every day will have personnel with a much higher level of medical training. All designed, of course, to respond better in this ever growing County.



The first class of Shelby County Fire Department Paramedics proudly line up for this picture prior to their October 15th, 2007 graduation from fire school. These men will be the first paramedics deployed to engine companies throughout our response areas.

Accomplishments & Kudos

Operation Feed Finale

The citywide operation feed finale was held on August 24, 2007 at the Malco Paradiso Movie Theater. This event is where the Memphis Food Bank announces the amount of food collected during this year's campaign. They also announce the local companies/organizations who participated in the campaign and recognize them for their commitment and level of giving. Citywide the Food Bank received a total of 12,069,631 points of food. Of that amount 1,426,589 points were donated by county employees; a 75.3% increase over last year. In addition we donated \$51,935.22 dollars. As a result we came in third place in overall total points, second place in points per capita, and we won the Mayor's Plate. Our finale was held on September 18th. There were 18 departments who increased their giving by 100% or more. The top prize winners were:

Most Total Points:	County Clerk's Office 223,852 Trella Stewart, Coordinator Prize: Trophy
Most Points Per Capita:	County Attorney's Office 3,696.30 points Christy Kinard/Donna Smith, Coordinators Prize: Trophy
Most Improved Campaign:	County Commission 386.65% Ceceria Nickols, Coordinator Prize: Trophy
Mayor's Award for Employee with most individuals points:	Bobby Stephenson Trustee's Office 5,875 points Prize: Trophy
Shelby Spirit Award	Rhonda Beason & The Team
Most Inspirational Story:	HeadStart Prize: \$25.00
The Team:	Myra Grey, Cyndia Holmes Stephanie Meriweather Kimberly Morris Alfunsia Warren, Coordinators
Energizer Bunny Award for Most Outstanding Coordinator:	Donna Smith County Attorney's Office Prize: \$25.00
Zing Award for Most Creative Fund-Raiser:	Crime Victims Center Girls on the Run Prize: Certificate
High Roller Award Fund-Raiser raising the most money:	Correction Center Carnival \$1,500.00 Prize: Certificate
Chef's Hat Award for Most Creative/Interesting/Delicious Fund-Raiser:	Circuit Court Clerk Miss Bonnie's Cakes Prize: Certificate
Award of Appreciation For transporting food items From various pick up points to the Food Bank:	Larry Cason & Linda Sanders Prize: \$25.00 each



GRIZZLIES PAYROLL DEDUCTION 11 GAME POWER PACKS

Shelby County employees can now enjoy the best games of the season for only \$5 per pay period! Call 888-HOOP to get more information about our new payroll deduction program. Enrollment ends Nov. 20!

Saturday Night Pack

Day	Date	Opponent
Wed.	Oct. 31	vs. Spurs
Sat.	Nov. 3	vs. Pacers
Sat.	Nov. 24	vs. Wizards
Sat.	Dec. 1	vs. T-wolves
Sat.	Dec. 22	vs. Sixers
Mon.	Jan. 21	vs. Bulls
Sat.	Jan. 26	vs. Clippers
Sat.	Feb. 2	vs. Jazz
Sat.	Mar. 8	vs. Celtics
Sat.	Mar. 22	vs. Kings
Sat.	Apr. 12	vs. T-wolves

Weekend Pack

Day	Date	Opponent
Wed.	Oct. 31	vs. Spurs
Fri.	Nov. 16	vs. Hornets
Fri.	Dec. 14	vs. Clippers
Fri.	Dec. 28	vs. Rockets
Sun.	Jan. 6	vs. Heat
Fri.	Jan. 18	vs. Sonics
Mon.	Jan. 21	vs. Bulls
Fri.	Feb. 22	vs. Mavericks
Sat.	Mar. 1	vs. Jazz
Fri.	Apr. 4	vs. Warriors
Tue.	Apr. 8	vs. Suns

Big Game Pack

Day	Date	Opponent
Wed.	Oct. 31	vs. Spurs
Tues.	Nov. 13	vs. Rockets
Wed.	Nov. 21	vs. Raptors
Tues.	Dec. 11	vs. Pistons
Tues.	Jan. 8	vs. Lakers
Tues.	Jan. 15	vs. Cavaliers
Mon.	Jan. 21	vs. Bulls
Mon.	Jan. 28	vs. Mavericks
Tues.	Feb. 26	vs. Suns
Wed.	Mar. 5	vs. Nets
Mon.	Mar. 24	vs. Nuggets

SuperSaver Pack

Day	Date	Opponent
Mon.	Nov. 19	vs. Sonics
Mon.	Dec. 3	vs. Blazers
Wed.	Dec. 19	vs. Spurs
Wed.	Dec. 26	vs. Hornets
Wed.	Jan. 23	vs. Magic
Wed.	Jan. 30	vs. Nuggets
Tues.	Feb. 5	vs. Bucks
Tues.	Feb. 12	vs. Kings
Mon.	Mar. 17	vs. Bobcats
Mon.	Mar. 31	vs. Hawks
Wed.	Apr. 2	vs. Knicks

Power Pack Pricing (based on 11)

Location	Per paycheck	Pack Price
Club Sideline	\$96	\$1,100
Club Baseline	\$80	\$924
Terrace I	\$31	\$385
Terrace II	\$21	\$275
Terrace III	\$16	\$220
Terrace IV	\$8	\$132

SuperSaver Pack Pricing (based on 11)

Location	Per paycheck	Pack Price
Club Sideline	\$94	\$1,078
Club Baseline	\$76	\$880
Terrace I	\$26	\$330
Terrace II	\$18	\$242
Terrace III	\$14	\$198
Terrace IV	\$5	\$99

*FIRST 40 EMPLOYEES TO SIGN UP
RECEIVE A MIKE MILLER
REPLICA JERSEY.



888-HOOP
GRIZZLIES.COM



Grizzlies Power Pack Payroll Deduction Extension

The Grizzlies Franchise extended the purchase of their power pack game packages until November 20th. They have also extended the amount of time to pay for the package through payroll deduction. Now you can enjoy a series of games for as little as \$5.00 per pay period. See the flyer for more information.

Accomplishments & Kudos

ELDERCARE

Since a growing number of employees are responsible for the care of elderly family members, the I-Team, in their efforts to make Shelby County Government a more employee- and family-friendly place to work, researched possible assistance that could be made available. Members very quickly learned that providing any direct financial assistance was out of the question. They did find, however, that many employees caring for the elderly are totally unaware of benefits available to their parents or other relatives. Team member, Louise Smith, who works in the Community Services Agency, began compiling basic information that could be provided to employees who needed help with this responsibility.

The primary contact for assistance is the Aging Commission of the Mid-south. Call 901.324.6333 or visit their website, www.agingcommission.org.

Here's some additional information employees caring for the elderly may find useful and economically helpful.

Property Tax Relief - This is offered to homeowners 65 years of age and older, 100% disabled homeowners, disabled veterans or a surviving spouse of a disabled veteran. The State of Tennessee provides this program and determines the income eligibility each year. You may apply when property taxes become due in your city or county. (You **must** apply before your taxes become delinquent). Call 901.522.1111 for the City Treasurer and 901.521.1829 for the County Trustee.

Tax Assistance - For help filling out income tax forms or any questions concerning Federal Income Tax, call 1.800.829.1040.

Trash Collection - This is a solid waste discount program for low income seniors 65 and older or 100% disabled head of household. Call 901.576.6851 for information and how to qualify.

Wheel Tax Reimbursement - Citizens 65 or older who fall within the low income guidelines (\$25,000 per year maximum) may be eligible for a \$50 reimbursement for the wheel tax. Persons under 65 who have a handicap license plate that fall within the income guidelines may also be eligible. Applications are available in the Shelby County Clerk's offices and the Mayor's Office on Aging. Call 901.452.0340 for more information.

Winter Moratorium - This program provides qualifying elderly and handicapped customers with assurance that their utility services will not be cut off during the three hard winter months of December, January and February, provided they pay a portion of their bill every month, and the balance by May 30th. Beginning September 1, they may pick up an application at any of the MLGW offices. (The person does not have to stand in line, but can go directly to the front desk and ask for the application.)

Weatherization Program - For qualifying low income families, their house can be insulated and weather stripped. Call 901.545.4523 for more information.

Veteran Benefits - There are agencies that give assistance to veterans: Shelby County Veteran's Services, 901.545.4077; Tennessee Department of Veteran Affairs, 901.543.7395; and Veterans Administration Benefits Information & Assistance, 1.800.827.1000.

Hopefully this provides employees with a snapshot of services available to the elderly. There are plans to have this posted on the Shelby County website so all citizens can quickly find the information.

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